

What is an HRA/PHA? How Can I Use It & Other Data Sources To My Employer's Advantage?

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HRA/PHA

- HRA = Health Risk Appraisal / Assessment
- PHA = Personal Health Assessment
- “A set of questions that are part of a process with goals to engage & inform the participant (*the employer*) and motivate the individual (*the employee*) toward healthier behaviors.”
- Can be paper-based or electronic – need to carefully consider issues of collection & data analysis with both

HRA/PHA

- Components:

- Multitude of tools available from basic (screening) to comprehensive health questionnaire with education
- Generally focuses on an individual's potential to develop chronic disease(s) or experiencing injury
- Biometrics (height, weight, clinical lab values such as blood sugar, lipid panel) – need to be done prior to completing instrument
- Education

Role of an HRA/PHA

- Helps employees gain access to three types of preventive care
 - Primary prevention: activities to stop the occurrence of disease or injury before it starts
 - Secondary prevention: activities to target those at high risk of disease, but do not have symptoms
 - Tertiary prevention: services for those who are symptomatic, to reduce the negative consequences of disease

Benefits of Data

- Increase awareness of health status
- Increase detection of certain disease or risk for disease or risk for disease (requires biometrics)
- Referral to a medical professional for employees @ high risk for morbidity or mortality
- Creation of need-specific worksite health promotion program

What sort of data should be analyzed for a worksite wellness program?

- HRA/PHA
- Health Insurance Utilization
- Human Resources
- Scientific literature

What data should be included in the analysis?

- HRA/PHA
 - Can look at symptoms or conditions, biometric values, health behaviors over time
 - Desirable to have comparable aggregate data over several years = a commitment to provide the HRA beyond a one time offering
- Health Insurance Utilization
 - Evaluate diagnosed disease, behaviors that impact health (e.g., smoking), drug utilization rates, utilization of preventive screening services
 - Need to have comparable aggregate data (comparing oranges to oranges!)
 - Be cognizant of limitations

What data should be included in the analysis?

- Human Resources
 - Health care expenditures (employer & employee)
 - Evaluation of health promotion/wellness activities
 - Evaluation of health policies (e.g., no smoking policy)
- Scientific literature
 - Evidenced-based; level of efficacy & evidence to produce measurable results
 - Allows for objective assessment & gives guidance to where efforts should be directed (e.g., focus on changes in fat intake rather than fruit & vegetable intake)

You have the data, now what?

- Evaluate, evaluate, evaluate
 - Against peers, national norms, scientific literature
- Consider who has the ability to do the evaluation
 - Not only time, but talent/ability
 - Frequency (weekly, monthly, quarterly)
- Consider who should see it
- Use it for justification of budgetary allocations (supplies, personnel, etc.)
- Review (& possibly revise) goals & objectives of the worksite wellness program

References

- Health Risk Appraisals At The Worksite: Basics for HRA Decision Making, October 3, 2006